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87
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Tennessee v. Meta
Case No. 23-1364-IV

DX3714

Message

From: Kang-Xing Jin [redacted]
Sent: 11/12/2021 11:32:25 PM
To: Nick Clegg [redacted]; Chris Cox [redacted]
Subject: Re: Well-being meeting follow-up

Thanks Nick ☺

LMK how I can be helpful here in chasing him; more than happy to ping him directly myself (I had to do this a few times last year to get the COVID19 survey work funded, which was also all XFN vs. ENG, and that framing did help I think), but also don't want to overwhelm him (and don't know what other conversations you are driving), so defer to you and Chris on how best to approach.

In the meantime, we have already self-funded a few key roles (e.g. we were able to get a PM from Sammi's team to get the effort off the ground, I have another PM who's joining the company on Monday and exits Bootcamp in December and will fully focus on this, and we have Eden and team in UXR) so in the next month are going to start by refreshing the documentation exercise we did in August to get updated roadmaps for H1 2022 across FoA.

Have a good weekend!

KX

From: Nick Clegg [redacted]
Sent: Wednesday, November 10, 2021 10:13 PM
To: Kang-Xing Jin [redacted] Chris Cox [redacted]
Subject: Re: Well-being meeting follow-up

Thx KX – since I suspect Mark won't react of his own accord to the email, we'll need to chase him in the days/weeks to come!
N

From: Kang-Xing Jin [redacted]
Date: Wednesday, November 10, 2021 at 2:58 PM
To: Chris Cox [redacted], Nick Clegg [redacted]
Subject: Well-being meeting follow-up

Hey,

Thanks for the discussion on Monday and for the follow-up with MZ.

In case it comes up with MZ (and makes it easier to fund), a few points:

1) If the headcount constraint is a hiring-constraint (vs. budget) issue, I don't think it applies here. We're not asking for any engineers here upfront, and on the XFN side I do *not* expect we will have challenges hiring -- if anything, this will allow us to attract net-new talent pools or retain people who would otherwise leave. There are so many people who deeply care about this stuff, and I have a decent internal pipeline of people across

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functions who would want to work on this (and may otherwise leave Meta*) but am having to turn away because of lack of clarity on HC or mandate.

2) This will help us more efficiently deploy the existing engineering staffing across FoA and make more informed decisions going forward (~90 ENG ex. RL) -- so it's an efficiency win vs. cost. It's likely we're not at an optimal state right now since there is no central team looking at this (in contrast to how we approach every other issue like this, like Privacy or Health). No one had even documented the # of engineers and where they were allocated until we did this as a one-off exercise in August.

3) We would also save a lot of operational thrash and exec time once fully up-and-running, and that time saved alone may pay for the cost of staffing. For example, right now whenever there is a new article (or testimony request) Policy/Comms has to ping like 20 different POCs who each have purview into their narrow slice of the problem, and then create a big thread full of execs: the full picture doesn't come together at any level since there is no full-time owner at any level. Some of this can be addressed by Marketing, but we also need product and research to drive the strategy (otherwise we end up Marketing stuff that isn't accurate; plus product is better suited to drive clarity and escalations across core functions, and to set long term direction, just like we have product for Privacy or Health).

Let me know if you need anything else from me!

Thanks,
KX

* Lastly, I am a bit concerned about retention of key people who have been working on this and related topics to date -- for example, the key FB App and IG people we worked with in the August exercise -- Ramya and Yoav -- are both moving to different roles next month; on FB App, this follows John Hegeman and Aastha Gupta moving on too. Central sponsorship and support can ensure more continuity across Meta going forward and potentially even help with some of the retention issues since the folks working on these issues across Meta would have more of a community centrally vs. being on islands.